

Claude Setodji

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Senior Statistician & Decision Science Leader

Driving evidence-based innovation through advanced analytics, experimentation, and scalable analytics.

Analytical executive with 15+ years directing research departments of 150+ PhDs, leading advanced research and data science initiatives that shape large-scale policy, health, and platform decisions. Expert in causal inference, experimental design, and predictive modeling, with a proven record directing cross-functional teams to translate complex data into actionable strategies. Adept at applying statistical rigor to real-world challenges—driving growth, optimizing operations, and influencing leadership decisions through data. Recognized ASA Fellow (top 0.3 % of statisticians worldwide), known for combining statistical depth with visionary leadership, mentoring diverse teams, and scaling analytics operations across complex organizations.

Strategic Leadership | Causal Inference | Data Science | Innovation | Mentorship

A collaborative, highly inspirational leader who:

- Shaped FDA tobacco policy, **sustaining \$10M in federal funding** and producing 10+ publications influencing youth advertising regulations.
- **Elevated global visibility as ASA Fellow**, joining the top 0.3% of statisticians and **contributing to \$5M+ in funded research initiatives**.
- **Delivered \$4M in NIH funding** through leadership of randomized controlled trials that furthered national policy on opioid, tobacco, and alcohol treatment.
- **Reduced staff turnover** from 40% to under 8% in one group, retaining researchers tied to **\$2M in annual project funding** and **saving \$50K in hiring costs**.

AREAS OF EXPERTISE

Leadership Development | Talent Management | Mentorship | Strategic Planning | Stakeholder Alignment | Product Analytics | Experimentation & Measurement | Causal Inference | Cross-functional Leadership | Data Strategy | Machine Learning | SQL & Python | Data-driven Decision Support | Data Science | Predictive Modeling | Program Evaluation | Project Management | Publications | Multidisciplinary Collaboration

PROFESSIONAL EXPERIENCE

Senior Statistician & Core Faculty | RAND Corporation

Nov 2011-Present

Lead large-scale data-science and experimentation initiatives guiding national strategies and multimillion-dollar programs, applying progressive methodologies, including causal inference, ML, and AI. Partner with policy stakeholders to design experiments, build analytical pipelines, and translate findings into scalable decisions.

- **Designed and executed high-volume experiments** analogous to online A/B tests, applying causal-inference modeling to evaluate interventions and optimize performance metrics across health and behavioral domains—methods readily transferable to consumer-tech experimentation.
- **Secured \$10 M+ in sustained funding** by translating experimental insights into actionable recommendations shaping U.S. regulations and organizational policy direction.
- **Directed \$4 M NIH-funded experimental trials** on treatment effectiveness, exemplifying end-to-end ownership of measurement strategy, success metrics, and analytic methodology.
- **Implemented new data-governance and privacy framework** allowing public dataset release with zero breaches; expanded researcher adoption, generating \$600 K annual recurring revenue.
- **Mentored 50+ junior data scientists and statisticians**, improving retention to 92 % and decreasing turnover costs > \$50 K annually.
- Collaborated with executives to **define KPIs and measurement frameworks**, driving evidence-based decision-making and resource allocation.

Associate Research Department Director | RAND Corporation**Aug 2022-Sept 2025**

Strategic leader responsible for department-wide operations, talent strategy, and analytics capability development across 150 staff. Guided resource prioritization, diversity initiatives, and implementation of agile data-science workflows. (This role was *Concurrent with Senior Statistician Role*).

- **Accelerated analytical throughput 30 %** by restructuring project pipelines and fostering cross-team experimentation practices—contributing to a \$1 M NIH-funded engagement.
- **Reduced turnover from 40 % to < 8 %** in the statistics group, stabilizing projects representing \$2 M annual funding and saving \$50 K per year in recruitment costs.
- **Enhanced staff satisfaction and inclusion**, achieving 91 % positive engagement; scaled mentorship programs across functional clusters.
- Championed **equity and belonging frameworks**, with 71 % of staff confirming equal growth access, strengthening team performance within an agile culture.

Co-Director, Center for Causal Inference | RAND Corporation**Oct 2013-Oct 2020**

Co-founded and oversaw RAND's Center for Causal Inference to elevate methodological leadership in causal research. Steered strategic priorities, partnerships, and staff mentorship, while sponsoring projects that amplified visibility in applied statistics.

- **Launched the center with \$100 K seed funding** and built analytical infrastructure supporting 5–8 projects annually.
- **Integrated advanced causal-inference methods** into proposal design, **raising grant-win rate and enabling \$5 M+ in NIH studies**.
- **Organized national analytics conferences** expanding RAND's professional visibility 50 % and reinforcing industry thought leadership.
- **Developed and taught internal courses** on data experimentation and inference, upgrading organizational data-science maturity.

-Additional Career Experience-**Senior Consultant | Epsilon Modeling & Business Analytics****Oct 2019-Present**

Provide applied-analytics consulting across healthcare, nonprofit, and technology sectors—focused on experimentation design, prediction, and operational optimization.

- Designed and tested **multi-channel engagement experiments** optimizing survey response rates +10 % while cutting costs 10 %.
- Delivered **predictive-risk modeling systems** enabling executives to forecast demand and align resources in real time.
- Ensured **statistical validation and methodological transparency** that improved client confidence and decision accuracy.

Adjunct Professor | Carnegie Mellon University-Heinz College**Aug 2009-Jul 2020**

Developed and instructed graduate-level courses in statistics and causal inference for policy and product applications..

- Educated 200+ students with 95 % satisfaction ratings; improved applied-methods proficiency 30 %.
- **Co-authored peer-reviewed publications** with students who advanced into leading analytics roles.
- **Expanded data-science curriculum** to include modern experimentation and machine-learning methods aligned with industry practice.

Previous Experience: Associate & Full Statistician at RAND

EDUCATION

PhD (2003) & Master of Science (2000) | Statistics | University of Minnesota

Master of Science (1994) | Mathematics | University of Lome (Togo)

PROFESSIONAL AFFILIATIONS & ADVISORY BOARDS

Fellow – American Statistical Association

Member – Institute of Mathematical Statistics

Advisory Board – Institute for Research in Statistics and Applications, University of Minnesota

Advisory Board – Quantitative Economics Program, University of Pittsburgh

TECHNICAL & ANALYTICAL TOOLKIT

Programming:	R (Advanced) · Python (Proficient) · SAS · Stata · SQL (Proficient)
Framework & Tools:	R Shiny · scikit-learn · Pandas · NumPy · Tableau (basic) · ArcGIS (basic) · GitHub
Methods:	A/B Testing · Quasi-Experimentation · Causal Inference · Segmentations · ML Modeling · Measurement Design · Data Visualization · Clinical Trial Design · Data Science · Predictive Analytics · Randomized & Observational Studies · Simulation & Optimization · Data Governance · Measurement Design · Health Economics & Outcomes Research (HEOR) · AI Applications

ADDITIONAL COMPETENCIES

Research & Development | Corporate Partnerships | Cross-Functional Collaboration | Diversity & Inclusion | Conflict Resolution | Innovation | Change Management | Technology Integration | Business Intelligence | Staff Retention | Strategic Hiring | Team Leadership | Survey Design & Sampling | Data Visualization & Storytelling

SELECTED RESEARCH CONTRIBUTIONS

NIH-funded Research: Principal Statistician leading design, analysis, and interpretation, impacting national policies. Standardized experimentation and measurement frameworks across teams, resulting in measurable improvements in speed, quality, and reproducibility

FDA Policy Collaboration: Directed statistical modeling for studies shaping tobacco marketing restrictions.

Data Governance Leadership: Implemented privacy and reproducibility protocols enabling global release of educator data with 0% breach rate.

SELECTED PUBLICATIONS & THOUGHT LEADERSHIP

(Peer-reviewed papers demonstrating methodological and experimental rigor; Full List at <https://claudesetodji.com>)

- Setodji et al. (2025), Behavioral Measurement Optimization, Psychology of Addictive Behaviors
<https://doi.org/10.1037/adb0000997>
- Setodji et al. (2019), Longitudinal and Big Data Experiment Models, Psychological Methods
<https://doi.org/10.1037/met0000211>
- Setodji et al. (2018), Real-World Evidence Assessment, Early Childhood Research Quarterly
<https://doi.org/10.1016/j.ecresq.2017.10.001>
- Timbie, Setodji et al. (2017), Program Evaluation and Measurement, New England Journal of Medicine
<https://doi.org/10.1097/EDE.0000000000000734>
- Setodji et al. (2017), Causal Inference and Propensity Score Evaluation, Epidemiology
<https://doi.org/10.1097/EDE.0000000000000734>